



## FAIR LABOR STANDARDS ACT PROFILE (FLPR)

**FLSA Profile**

FLSA Profile: 140

Effective Date: 01 / 01 / 20      Expiration Date: 99 / 99 / 99

Short Description: 14 DAY 80

Long Description: 14 DAYS 80 HOURS

**FLSA Information**

|            |       |           |                     |       |
|------------|-------|-----------|---------------------|-------|
| Plan Type  | 80H   | Comp Time | Event Type          | 1FCMP |
| Pay Type   | FLSA  |           | Offset Event Type   | OFLSA |
| Work Cycle | 14DAY |           | Category            | FCOMP |
|            |       |           | Max Number of Hours | 240   |



## NOTES



## FAIR LABOR STANDARDS ACT PROFILE (FLPR)

The Fair Labor Standards Act Profile (FLPR) window stores FLSA plans, including FLSA pay types and information required to accrue compensatory time in lieu of overtime pay.

**Step 1** To open FLPR from the SAM II Desktop Navigator window, click on the Go To icon. Type **FLPR** in the **CODE**. Click on the Open button.

**Step 2** Select **DISPLAY: BROWSE DATA**.

**Step 3** Let's look at the fields to gain an understanding of each.

**FLSA PROFILE** – This field indicates the FLSA profile code.

**EFFECTIVE DATE** – This field indicates the date the FLSA profile code becomes effective.

**EXPIRATION DATE** – This field indicates the last date the FLSA profile code is in effect. Default is 99/99/99.

**SHORT DESCRIPTION** – This field indicates the short description of the FLSA profile code.

**LONG DESCRIPTION** – This field indicates the long description of the FLSA profile code. Default is the Short Description entry.

### FLSA Information

**PLAN TYPE** – This field indicates the FLSA plan type identification number. Valid values are located in the FLSA Hours (FLHR) window.

**PAY TYPE** – This field indicates the pay event code used in paying the FLSA overtime premium. The code must be valid on the Event Type (EVNT) window with the Event Type ID set to FLSA. The category in which this pay type resides must also have a code of FLSA pay. The pay type in this field could vary for different FLSA profiles, if the pay types had different minimum wages specified on the Event (EVNT) window.

**WORK CYCLE** – This field indicates the appropriate FLSA work cycle code for this profile. Valid values are located on the FLSA Work Cycle (FLWK) window.

## FAIR LABOR STANDARDS ACT PROFILE (FLPR)



**FLSA Profile**

FLSA Profile:

Effective Date:  Expiration Date:

Short Description:

Long Description:

**FLSA Information**

|            |                                    |                     |                                    |
|------------|------------------------------------|---------------------|------------------------------------|
| Plan Type  | <input type="text" value="80H"/>   | Event Type          | <input type="text" value="1FCMP"/> |
| Pay Type   | <input type="text" value="FLSA"/>  | Offset Event Type   | <input type="text" value="OFLSA"/> |
| Work Cycle | <input type="text" value="14DAY"/> | Category            | <input type="text" value="FCOMP"/> |
|            |                                    | Max Number of Hours | <input type="text" value="240"/>   |



### NOTES



## FAIR LABOR STANDARDS ACT PROFILE (FLPR)

**Step 3** Let's continue to look at the fields to gain an understanding of each.

### Comp Time

**EVENT TYPE** – This field indicates the appropriate event type code for the leave time to be accrued if this FLSA profile permits payment for compensatory time earned. It is applicable only when Max Number of Hours is greater than zero.

**OFFSET EVENT TYPE** – This field indicates the event type used to reverse the amount originally associated with the overtime if this FLSA profile permits overtime to be accrued as comp time rather than pay. It is applicable only when Max Number of Hours is greater than zero.

**CATEGORY** – This field indicates the appropriate pay category code if this FLSA profile permits payment for compensatory time earned. It is applicable only when Max Number of Hours is greater than zero.

**MAX NUMBER OF HOURS** – This field indicates the maximum number of hours of compensatory time, which can be accrued for this FLSA profile. Once this maximum is reached, the system pays out the FLSA premium in dollars instead of compensatory time.



## CLIENT COMPENSATORY PROFILE (CCPR)

**Client Compensatory Profile**

Client Profile:

Effective Date:  Expiration Date:

Short Description:

Long Description:

**FLSA Information**

|                 |                                    |                            |                                    |
|-----------------|------------------------------------|----------------------------|------------------------------------|
| Plan Type       | <input type="text" value="80H"/>   | Client Event Type          | <input type="text" value="1SCMP"/> |
| Work Cycle      | <input type="text" value="14DAY"/> | Client Offset Event Type   | <input type="text" value="0SCMP"/> |
| Client Pay Type | <input type="text" value="SCPO"/>  | Client Category            | <input type="text" value="SCOMP"/> |
|                 |                                    | Client Max Number of Hours | <input type="text" value="9999"/>  |



## NOTES



## CLIENT COMPENSATORY PROFILE (CCPR)

The Client Compensatory Profile (CCPR) window stores codes used to group employees who follow the same non-federal comp time processing (straight time compensatory time rules). The State of Missouri compensates additional hours worked that are not covered by FLSA as non-federal or "straight" compensatory time.

**Step 1** To open CCPR from the SAM II Desktop Navigator window, click on the Go To icon. Type **CCPR** in the **CODE**. Click on the Open button.

**Step 2** Select **DISPLAY: BROWSE DATA**.

**Step 3** Let's look at the fields to gain an understanding of each.

**CLIENT PROFILE** – This field indicates the code which groups employees who follow the same non-federal compensatory time processing.

**EFFECTIVE DATE** – This field indicates the date the client profile becomes effective.

**EXPIRATION DATE** – This field indicates the last date the client profile is in effect. Default is 99/99/99.

**SHORT DESCRIPTION** – This field indicates the short description of the client profile.

**LONG DESCRIPTION** – This field indicates the long description of the client profile. Default is the Short Description entry.

### **FLSA Information**

**PLAN TYPE** – This field indicates the FLSA plan type associated with the Client Profile. Valid values are located on the FLSA Hours (FLHR) window.

**WORK CYCLE** – This field indicates the work cycle code that corresponds with the client profile. Valid values are located on the FLSA Work Cycle (FLWK) window.

**CLIENT PAY TYPE** – This field indicates the pay event code used in paying Client overtime. Valid values are located on the Event Type (EVNT) window.

[Client Compensatory Profile \(CCPR\)](#)